

**KAUZ, LLC**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 through March 31, 2023**

## I. VACANCY LIST

**See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data**

[illegible]

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Division of Vocational Rehabilitation, 1332 NW 53 <sup>rd</sup> St., Lawton, OK 73505, 580-585-4213, Debra Leffler, <a href="mailto:dleffler@okdrs.gov">dleffler@okdrs.gov</a>	Y	
2	Public Private Partnership Office, Bldg. 4700 Mow Way Rd., 3 <sup>rd</sup> Floor, Ft. Sill, OK 73503, 580-558-7101, Shannon Jackson, <a href="mailto:Shannon.s.jackson.crt@mail.mil">Shannon.s.jackson.crt@mail.mil</a>	Y	
3	Providence Baptist Church of Burkburnett, PO Box 427, Burkburnett, TX 76354, 940-569-1231, Pastor Carl E. English Sr., <a href="mailto:ceenglish@yahoo.com">ceenglish@yahoo.com</a>	Y	
4	Baylor University, <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	
5	Dallas Baptist University <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	
6	Indeed; Indeed.com	N	30
7	Internal Candidates	N	3
8	Job/Career Fairs	N	
9	KAUZ website, <a href="http://newschannel6now.com">newschannel6now.com</a>	N	2
10	Linkedin; LinkedIn.com	N	1
11	Midwestern State University Texas, <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	
12	Oklahoma Christian University <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	
13	Sam Houston State University, <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	
14	Southern Methodist University, <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	
15	Referrals (employees, clients, internships)	N	5
16	Snagajob; <a href="http://go.snagajob.com">go.snagajob.com</a>	N	
17	Stephen F. Austin State University, <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	1
18	Tarleton State University, <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	
19	Texas A&M University – Corpus Christi, <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	
20	Texas Christian University, <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Texas Association of Broadcaster, tab.org	N	
22	Texas State University, <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	
23	Texas Woman's University, <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	
24	Texas Workforce Solutions, 4309 Old Jacksboro Hwy, suite 300, Wichita Falls, TX 76302, 940-322-1801 <a href="mailto:Thomas.Ostovich@ntxworksolutions.org">Thomas.Ostovich@ntxworksolutions.org</a> ; <a href="mailto:Christine.Gerber@ntxworksolutions.org">Christine.Gerber@ntxworksolutions.org</a>	N	
25	The University of Oklahoma, <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	
26	The University of Texas at San Antonio <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	
27	The University of Texas at Tyler <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	
28	University of North Texas, <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	
29	University of Texas at Dallas, <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	
30	University of Texas at Arlington, <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	
31	University of Texas at Austin, <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	
32	Wichita Falls Chamber of Commerce, 900 8 <sup>th</sup> St., Suite 100, Wichita Falls, TX 76301, 940-723-2741 <a href="https://wichitafallschamber.com/jobs/">https://wichitafallschamber.com/jobs/</a>	N	1
33	Miscellaneous websites/Scrapings	N	3
34	Cameron University, <a href="https://www.collegecentral.com/cameron/">https://www.collegecentral.com/cameron/</a>	N	
35	Texas A&M University – Commerce, <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	
36	University of North Texas at Dallas, <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	
37	West Texas A&M University, <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			46

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participated in career/job fairs	<ul style="list-style-type: none"> <li>• Workforce Solutions North Texas Spring Hiring Event (4/2/22) – Business Office Manager</li> <li>• Midwestern State University Careers in Business Job Fair (10/12/22) – Business Office Manager, Local Sales Manager, News Director and Assistant News Director.</li> <li>• Workforce Solutions “Hiring Red, White &amp; You!” (11/10/22) – Business Office Manager</li> <li>• Cameron University Red River Career Expo (3/9/23) – Assistant News Director</li> </ul>
<b>2</b>	Participated in events sponsored by educational institutes.	<ul style="list-style-type: none"> <li>• Workforce Solutions “8<sup>th</sup> Annual Jobs Y’all Career Expo” in collaboration with Region 9 (9/8/22) – Morning Anchor and Noon/Evening Anchor</li> <li>• Midwestern State University Women’s Football Clinic (8/3/22) – Sports Director</li> <li>• Midwestern State University Division of Student Affairs “Si Se Puede! A Networking Affair Workshop (10/1/22) - Assistant News Director</li> </ul>
<b>3</b>	Internship Programs	<ul style="list-style-type: none"> <li>• Fall Semester 2022 – One Student from Midwestern State University interned in News. – Supervised by Asst. News Director.</li> </ul>
<b>4</b>	Participated in trainings and workshops designed to help managers and employees broaden their skills to do their jobs.	<ul style="list-style-type: none"> <li>• MMJ &amp; Anchor Workshop (4/9/22) – MMJs, Photographers, Digital Content producers</li> <li>• AP- 6 weeks course on Newsroom AI and automation (4/13, 4/20, 4/28, 5/4, 5/11, 5/18) – Asst. News Director, Assignment</li> </ul>

		<p>Editor</p> <ul style="list-style-type: none"> <li>• “2022 Winning Local Media Sales: OTT” (5/17/22) GSM/GM, National Sales Manager, Acct. Executive</li> <li>• “Paid Family Leave Laws and the Evolving Expectations of Employers” (5/24/22) – Business Office Manager, Asst. News Director, General Manager</li> <li>• AP “Definitive Source: Driving Digital Engagement” (5/26/22) – Assignment Editor, Producer, Digital Content Producer</li> <li>• “Recruiting Strategies for Small Business Owners” (6/28/22) – Business Office Manager</li> <li>• Gray TV – Magid Producer Workshop (8/18/22) – Producers</li> <li>• TAB – FCC EEO Compliance &amp; Reporting Webinar – Part 1 (9/21/22) – Business Office Manager/EEO Coordinator</li> <li>• TAB-FCC EEO Compliance &amp; Reporting Webinar – Part 2 (9/28/22) – Business Office Manager/EEO Coordinator</li> <li>• TAB “Covering Polarized Issues/Knowing Your Story – Abortion, Immigration, Guns” (11/2/22) - Producers</li> </ul>
5	Station Tours meant to educate schools and the general public on careers in broadcasting	<ul style="list-style-type: none"> <li>• Home school co-op group (3/31/23)</li> </ul>